

10/20/89

LIBRARY  
INSTITUTE OF MANAGEMENT  
AND LABOR RELATIONS

NOV 28 1989

RUTGERS UNIVERSITY

AGREEMENT

BETWEEN THE

ALLAMUCHY BOARD OF EDUCATION

AND

ALLAMUCHY EDUCATION ASSOCIATION

FOR THE SCHOOL YEAR

COMMENCING JULY 1, 1989

and

~~ENDING~~ JUNE 30, 1992

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## ARTICLE I

### RECOGNITION

#### A. Unit

The Board hereby recognizes the Association as the exclusive and sole representative for collective negotiation concerning grievances and terms and conditions of employment for the following:

1. Teachers
2. Nurse
3. Child Study Team Personnel
  - a. Learning Disability Teacher Consultant
  - b. Social Worker
  - c. Psychologist

but excluding:

1. Chief School Administrator
2. Assistant Principal
3. Administrative Assistant
4. Clerk Typist
5. Custodians
6. Cafeteria Staff
7. Aides
8. School Business Official
9. Assistant School Board Secretary.

#### B. Definition of Teacher

Unless otherwise indicated, the term "teachers", when used hereinafter in this agreement, shall refer to all certificated professional employees represented by the Association in the negotiating unit as above defined, and references to male teachers shall include female teachers.

#### C. References

1. The "Board" refers to the Allamuchy Board of Education only.
2. The "Association" refers to the Allamuchy Education Association only.
3. The "C.S.A." refers to Chief School Administrator.

## ARTICLE II

### NEGOTIATION OF SUCCESSOR AGREEMENT

#### A. Deadline Date

The parties agree to enter into collective negotiation over a successor agreement in accordance with the existing State Law, in good faith effort to reach agreement concerning the terms and conditions of teacher employment.

## ARTICLE III

### GRIEVANCE PROCEDURE

#### A. Definitions

The term "grievance" is an appeal of any alleged misinterpretation or misapplication of the terms and conditions of employment incorporated in this agreement including administrative policies and decisions affecting a teacher or group of teachers.

#### B. Purpose

The purpose of this procedure is to secure at the lowest possible administrative level, equitable solutions to the problems which may arise from time to time affecting terms and conditions of employment under this Agreement. Both parties agree that these proceedings will be kept as informal and confidential as may be appropriate at any level of the grievance procedure.

#### C. Procedure

1. Since it is important that grievances be processed as rapidly as possible, the number of days indicated at each level should be considered as a maximum and every reasonable effort should be made to expedite the process. The time limits may, however, be extended by mutual agreement. In the event a grievance is filed at such time that it cannot be processed through all steps in this grievance procedure by the end of the school year, the time limits set forth herein shall be reduced so that the grievance may be exhausted prior to year end or as soon thereafter as is practical.

#### 2. Level One

Within thirty (30) calendar days of the occurrence giving rise to the grievance, an aggrieved teacher shall institute action under the provisions hereof by

first discussing the grievance, either individually or in the presence of an Association member, with the CSA in an attempt to resolve the matter informally.

3. Level\_Two

If the aggrieved person is not satisfied with the disposition of his/her grievance at Level One, or if no decision has been rendered within five (5) school days after presentation of the grievance, he may within five (5) school days, file the grievance in its entirety, in writing, to the CSA. The Chief School Administrator shall communicate his decision to the teacher, in writing, with reasons, within five (5) school days of receipt of the written grievance.

4. Level\_Three

If the grievance is not resolved to the teacher's satisfaction, he/she, no later than five (5) school days after receipt of the CSA's decision, may request a review by the Board of Education. The request shall be submitted in writing to the Board of Education. Upon request of the teacher, the Board shall hold a hearing with the teacher within thirty (30) calendar days and render a decision, in writing, with reasons, within twenty (20) calendar days after the hearing.

D. Miscellaneous

1. An employee may have a legal representative and/or witnesses of his/her choice in attendance at all stages of the grievance procedure. When a teacher is not represented by the Association, a representative of the Association shall have the right to be present at all stages of the grievance procedure.
2. No reprisals of any kind shall be taken by the Board, or any member of the administration, against any teacher by reason of his/her participation in the grievance procedure.
3. At no point prior to an official hearing or meeting with a duly constituted majority of the Board shall the employee discuss with any members of the Board the subject of the employee's complaint or matters relating to the substance of the complaint.
4. It is understood that all teachers, including the grievant, shall be required to continue under the supervision of the administrator regardless of the pendency of any grievance until such grievance is properly determined.

5. No settlement arrived at in the course of the grievance procedure shall be binding upon the Board as setting a precedent for future grievances.
6. All documents, communications, and records dealing with the processing of a grievance shall be filed in a separate grievance file and shall not be kept in the personal file of any of the participants.
7. Forms for filing grievances shall be prepared jointly by the CSA and the Association and given appropriate distribution so as to facilitate operation of the grievance procedure.
8. All meetings and hearings under this procedure shall not be conducted in public and shall include only parties in interest and their designated or selected representatives, heretofore referred to in this Article.

#### ARTICLE IV

##### TEACHER RIGHTS

###### A. Rights and Protection in Representation

Chapter 123, Public Laws 1974 as attached herein.

###### B. Required Meetings or Hearings

Whenever any teacher is required to appear before the Chief School Administrator or Board of Education concerning possible dismissal or the withholding of an increment, he/she shall be given prior written notice of such meeting, citing the proposed disciplinary action, and shall be entitled to have representatives of the Association present.

###### C. Assistance for Teachers

Within any one week a teacher who shall so request shall be granted at least one block of counseling with his immediate supervisor. Such meetings shall be within the teacher's work day during his preparation period, or at another mutually agreeable time.

###### D. Board Policy

This agreement constitutes Board policy with regard to teacher rights for the term of said Agreement, and the Board shall carry out the commitments contained herein and give them full force and effect as Board policy.

E. Savings Clause

Unless otherwise provided in this agreement, nothing contained herein shall be interpreted and/or applied so as to eliminate, reduce, or otherwise detract from any teacher benefit existing prior to its effective date with regard to teacher rights.

F. Personnel Files

Teachers may review the contents of their personnel files in the presence of an administrator, by appointment upon reasonable notice. Beginning July 1, 1989, teachers will be given copies of all documents which are placed in their files and may respond in writing within fifteen (15) days of receipt. The teacher's response will be affixed to the document and placed in the file.

G. Complaint Procedure

Whenever a parent or other person outside of the school or the Board of Education makes a complaint about a teacher, the teacher will be informed of the complaint and be granted an informal meeting with the administrator to discuss the matter. No standing will be given to any anonymous complaints.

ARTICLE V

ASSOCIATION RIGHTS

A. Information

The Board agrees that the Association shall have all the rights and privileges as granted any citizen of Allamuchy in reading public school records. The Board agrees to furnish to the Association all public information necessary to properly conduct negotiations or fairly process grievances on behalf of its members.

B. Exclusive Rights

The rights and privileges of the Association and its representatives as set forth in this agreement shall be granted only to the Association as the exclusive representative of the teachers, and to no other organizations.

C. New Employees

On or about the last day of each month, beginning with the month this agreement becomes effective, the Board will

submit to the Association's Executive Committee a list of all employees who began their employment in a bargaining unit position during the preceding thirty (30) day period. The list will include names, job titles, dates of employment, step on salary guide, and certified teaching experience for all such employees.

## ARTICLE VI

### TEACHING HOURS AND TEACHING LOAD

#### A. Teacher Year

1. The school work year for teachers shall be one hundred eighty-four (184) days, except for teachers new to Allamuchy who will be required to attend an additional two (2) days for orientation. One hundred eighty (180) of these days shall be for teaching students, two (2) of these days shall be for inservice training, one (1) day shall be for orientation, one (1) day shall be at the close of the school year. School cancellation for any reason whatsoever shall be made up by adding days to the end of the school calendar.
2. Any teacher who is required to work beyond the required one hundred eighty-four (184) day in-school work year shall be compensated at one two hundredth (1/200) of his/her yearly rate of pay per day. This excludes any work done over the summer months for which other compensation arrangements will be made, and it also excludes the two (2) days orientation for new teachers in paragraph 1. above.
3. The Association will be given the opportunity to advise the Board on the proposed school calendar for the subsequent school year. Final decisions will rest entirely with the Board.

#### B. Teacher Day

1. Teachers shall be required to be in their classrooms fifteen (15) minutes before the opening of the pupils' day, and shall be permitted to leave thirty (30) minutes after the close of the pupils' day. Teachers may leave upon departure of the last bus on Fridays and the day before holiday vacations.
2. Teachers shall indicate their presence for duty by initialing in the appropriate column of the faculty "sign in" roster and intialing again to indicate their departure as provided in paragraph 1. above.



3. Teachers shall not be required to supervise students prior to the beginning of the normal teacher work day or after the close of the normal teacher work day.
4. Teachers may be required to remain after the end of a work day without extra compensation for the purpose of attending meetings, not more than twenty-five (25) times per year, exclusive of curriculum work.
5. Notice of, and the agenda for any faculty meeting shall be given to the teachers involved at least one day prior to the meeting (except in an emergency). Teachers shall have an opportunity to suggest items for the agenda.
6. Teachers may not leave the building during the day without first receiving permission from an administrator except during their lunch periods when teachers may leave the building upon notice to the office. No permission shall be required in this case.

C. Teaching Load

1. Each teacher working a full day shall be provided with a minimum of a thirty (30) minute duty free lunch period each day.
2. Each teacher working a full day shall be provided with one preparation period each day, equivalent to the length of a regular classroom period.
3. If a teacher is required to teach the class of an absent teacher during his guaranteed preparation period, he will be compensated at the rate of \$10.00 for each such period in 1989-1990, and \$11.00 per period in 1990-1991 and 1991-1992, except that this payment shall not apply if the teacher has been given an alternate preparation period.

D. Curriculum Work

Curriculum work will be done after the work day or work year and will be paid at an amount and in a method mutually agreed upon.\*

Note:

Negotiations of this rate and method of payment will be conducted during the 1989-1990 school year after the arrival of the new CSA. All curriculum work will be suspended pending the outcome of these negotiations.

## ARTICLE VII

### NON-TEACHING DUTIES

#### A. Intent

The Board acknowledges that a teacher's primary responsibility is to teach and that his energies should, to the extent possible, be utilized to this end.

#### B. Application

1. There shall be a twenty-four (24) hour work period in order to fulfill administrative requests for written reports or decisions, except for unforeseen emergency situations. Where applicable, any administrative requests for written reports or decisions required before the expiration of the twenty-four (24) hour work period shall be completed with a released time provision granted by the administration.
2. Teachers shall not be required to drive students. A teacher may do so voluntarily, however, with the advanced approval of his Chief School Administrator or immediate supervisor.
3. Teachers shall be compensated at the IRS rate per mile for the use of their automobiles.

## ARTICLE VIII

### SALARIES

#### A. Salary Schedule

The salary of each teacher covered by this agreement shall be determined by Schedule B, which is attached hereto and made a part thereof.

#### B. Method of Payment

The employee shall receive paychecks being issued as indicated. The first payday shall be the second Friday after the commencement of school and shall be every other Friday from then on. When a holiday falls on a Friday, the paycheck shall be received the last day of school preceding the holiday. The last paycheck shall be received on the last work day for teachers.

C. Payroll Deductions

At the request of an employee, automatic payroll deductions will be made for participation in the Credit Union selected by the Association.

ARTICLE IX

TEACHER ASSIGNMENT

A. Notification

1. All teachers shall be given written notice of salary guide, class and/or subject assignments, and room assignments for the forthcoming year, not later than the closing of the school year. Notification of any subsequent change shall be made no later than the day after the August Board meeting unless unforeseen events warrant new changes. Affected parties shall be notified as expeditiously as possible.
2. The administration shall be fully responsible for all anticipated changes and coverages in scheduling.

B. Vacancies

1. Whenever any vacancy occurs, teaching, promotional, or any position which requires a different rate of pay or stipend, a notice of that vacancy shall be posted as far in advance as practicable.
2. All certified professional staff shall be given adequate opportunity to make application for such positions, and no such position shall be filled until all properly submitted applications have been considered.
3. Certified professional staff who desire to apply for such vacancies shall submit their applications to the Chief School Administrator within the time period specified in the Vacancy Notice.
4. All decisions of the Administration and the Board shall be final.

## ARTICLE\_X

### SICK\_LEAVE

#### A. Accumulative

State regulations provide ten (10) days absence for sickness of teachers to be accumulated. Title 18A:30-2 Sick Leave Allowable.

#### B. Unused Sick Leave

Teachers with ten (10) or more years of service in the district shall be entitled to reimbursement for accumulated unused sick leave upon retiring from teaching. Teachers with twelve (12) or more years of service in the district shall be entitled to reimbursement for accumulated unused sick leave upon resigning from the district. Payment will be based upon fifty-five (55%) percent of the current substitute daily rate. Application may be made upon written notice of intention to retire or resign from the district. The terms of this paragraph will not apply where a teacher does not give the requisite sixty (60) days notice as per contract.

## ARTICLE\_XI

### TEMPORARY LEAVES OF ABSENCE

#### A. Types of Leave

Teachers employed on a 4/5 or greater basis shall be entitled to the following temporary non-accumulative leaves of absences with full pay each school year. Teachers employed on a less than 4/5 basis, but at least 2/5, shall be entitled to half (1/2) the personal days, all of the death, and 2/3 sickness in the family days.

##### 1. Personal

Subject to the advanced approval of the CSA, two (2) days leave of absence for personal cause will be granted. Application to the CSA for personal leave shall be made at least five (5) days before taking such leave except in the case of emergencies. Personal days shall be granted for personal business that cannot be accomplished during other than school hours. Personal days do not accumulate from year-to-year.

Any personal days not used at the end of the school year may be reimbursed at fifty (50%) percent of the substitute rate.

## 2. Death

- a. In the case of a death in the immediate family, a teacher shall be allowed up to five (5) days without loss of salary for each application.

Immediate family is defined as father, mother, guardians, wife, husband, child, sister, brother, grandparents, in-laws, or anyone who has actually occupied a position as a member of the immediate household.

- b. In case of death of relatives other than those in the immediate family, such as uncle, aunt, niece, nephew, and cousin, absence of one (1) day shall be allowed without loss of salary.
- c. Individual needs will be considered by the Board when request is made for more days.

## 3. Emergency Serious Illness

Allowance of up to three (3) days in any given school year in the event of emergency serious illness in the immediate family (defined as parents, spouse, or own child). Upon return to school, reasons for the absence must be provided. Emergency Serious Illness Days do not accumulate from year-to-year.

Any Emergency Serious Illness Days not used at the end of the school year may be reimbursed at fifty (50%) percent of the substitute rate.

## 4. Leaves of Absence Without Pay

Leaves of absence without pay may be granted by the CSA for the day preceding or immediately following a vacation period or holiday. A vacation period is defined as a student vacation day. No personal day shall be allowed prior to a vacation or holiday.

# ARTICLE XII

## PROFESSIONAL DEVELOPMENT

### A. Graduate Credits

After completion of a full year of teaching at Allmuchy School, the Board of Education will pay up to an individual limit per year to teachers holding permanent certification to defray the cost of taking graduate credits toward their

Masters Degree or beyond in the field of Education. There will be a total yearly cap of \$10,000, and the individual limits are as follows:

1989-1990 -- \$ 1,500  
1990-1991 -- \$ 1,550  
1991-1992 -- \$ 1,600

Teachers holding an emergency certificate may receive a maximum of one year of course reimbursement after completion of a full year of teaching in Allamuchy School. Teachers on leaves shall not be eligible for graduate credit reimbursement.

Advance approval of the course must be obtained in writing from the CSA before the course semester, and a record or transcript of successful completion must be presented to the CSA for approval before payment is made. A final grade of B or better shall be required. Article XII applies for the fiscal school year.

B. Teaching Workshops

Assuming that such workshops are within the State of New Jersey and nearby regions, and that a teacher's participation has the approval of the CSA in writing, the Board of Education will reimburse the teacher using his/her car to reach the workshop site, at the IRS rate per mile.

ARTICLE XIII

INSURANCE

A. Payment

1. Medical Insurance

- a. Blue Cross/Blue Shield, Rider J, and Major Medical, including dependents' rate. (As per State Health Benefits Program.)
- b. Members of the Association may choose the present insurance plan or an approved HMO with the member paying the additional charge beyond the regular insurance cost.
- c. Members of the Association may change plans once a year, in January of each year.

2. Dental Plan

- a. Connecticut General Family Plan, no deductible.

- b. Members of the Association may choose the present insurance plan or an approved HMO with the member paying the additional charge beyond the regular insurance cost.
- c. Members of the Association may change plans once a year, in January of each year.

### 3. Prescription Plan

Connecticut General Family Plan, \$3.00 deductible.

- \* A provision will be added to substitute generic drugs if approved by the physician.

### 4. Income Insurance

- a. Life Insurance Company of North America.
- b. Group income insurance mutually agreed to by both parties. (Income Insurance applies only to 4/5 or full-time employees.)

- B. If both sides agree in writing, insurance companies with equivalent or better coverage may be substituted during the contract period.

- \* Note: The generic drug provision will be held in abeyance until such time as a meeting will be held and it is determined whether this provision can be implemented.

## ARTICLE XIV

### REPRESENTATION FEE

#### A. Purpose of Fee

If any employee does not become a member of the Association during any membership year (i.e., from September 1 to the following August 31) which is covered in whole or in part by this agreement, said employee will be required to pay a representation fee to the Association for that membership year. The purpose of this fee will be to offset the employee's per capita cost of services rendered by the Association as majority representative.

B. Amount of Fee

1. Notification

Prior to September 1 of each school year, the Association will notify the Board in writing of the amount of the regular membership dues, initiation fees and assessments charged by the Association to its own members for the membership year. The representation fee to be paid by nonmembers will be determined by the Association in accordance with the law.

2. Legal Maximum

In order to adequately offset the per capita cost of services rendered by the Association as majority representative, the representation fee should be equal in amount to the regular membership dues, initiation fees and assessments charged by the Association to its own members, and the representation fee must be set at eighty-five (85%) percent of that amount or as set by law.

C. Deduction and Transmission of Fee

1. Notification

Once during each membership year, by November 15, the Association will submit to the Board a list of those current employees who have not become members of the Association for the then current membership year. The Board will deduct from the salaries of such employees, in accordance with paragraph 2. above, the full amount of the representation fee and promptly will transmit so deducted to the Association. If this is not done, the Board has no default of obligation.

2. Payroll Deduction Schedule

The Board will deduct the representation fee in equal installments, as nearly as possible, from the paychecks paid to each employee on the aforesaid list during the remainder of the membership year in question. The deductions will begin with the first paycheck paid:

- a. Ten (10) days after receipt of the aforesaid list by the Board; or
- b. Thirty (30) days after the employee begins his or her employment in a bargaining unit position, unless the employee previously served in a bargaining unit position and continued in the employ of the Board in a non-bargaining unit position or was on layoff, in which event the deductions will begin with the first paycheck paid



ten (10) days after the resumption of the employee's employment in a bargaining unit position, whichever is later.

3. Termination of Employment

If an employee who is required to pay a representation fee terminates his or her employment with the Board before the Association has received the full amount of the representation fee to which it is entitled under this Article, the Board will deduct the unpaid portion of the fee from the last paycheck paid to said employee during the membership year in question.

4. Mechanics

Except as otherwise provided in this Article, the mechanics for the deduction of representation fees and the transmission of such fees to the Association will, as nearly as possible, be the same as those used for the deduction and transmission of regular membership dues to the Association.

5. Changes

The Association will notify the Board in writing of any changes in the list provided for in paragraph 1. above and/or the amount of the representation fee, and such changes will be reflected in any deductions made more than ten (10) days after the Board received said notice.

6. New Employees

On or about the last day of each month, beginning with the month this agreement becomes effective, the Board will submit to the Association, a list of all employees who began their employment in a bargaining unit position during the preceding thirty (30) day period. The list will include names, job titles and dates of employment for all such employees.

D. Liability

The Association agrees to indemnify and hold the Board harmless against any liability which may arise by reason of any action taken by the Board in complying with the provisions of this Article.

ARTICLE XV

SEPARABILITY

If any provision of this Agreement or any application of this Agreement to any employee or group of employees is held to be contrary to law, then such provision or application shall not be deemed valid and subsisting, except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

ARTICLE XVI

DURATION OF AGREEMENT

A. Duration Period

This agreement shall be effective as of September 1, 1989, and shall continue until June 30, 1992. The positions set forth in Schedule "A" may be filled at the Board's option.

IN WITNESS thereof, the Board and the Association have caused this Agreement to be signed as of the date first above mentioned.

ALLAMUCH BOARD OF EDUCATION

ALLAMUCHY EDUCATION ASSOCIATION

BY: Betty Schultheis  
President

BY: Caryl Eising  
President

BY: Sandra J. Bohman  
Secretary

BY: Dorothy Morris  
Secretary

*November 13, 1989*

SCHEDULE A

EXTRA COMPENSATION GUIDE

	<u>1989-90</u>	<u>1990-91</u>	<u>1991-92</u>
Sports Coordinator	\$ 1315	\$ 1440	\$ 1570
Basketball--Boys	825	925	1025
Soccer	825	925	1025
Softball--Boys	825	925	1025
Basketball--Girls	825	925	1025
Softball--Girls	825	925	1025
Cheerleading	825	925	1025
Gymnastics	825	925	1025
Stokes Coordinator	520	570	620
Reading Coordinator	1535	1680	1830
Math Coordinator	1535	1680	1830
Eighth Grade Advisor			
Washington DC Coord.	930	1020	1110
Fund Raising Coord.	930	1020	1110
Child Study Team Coord.	1535	1680	1830
Overnight Supervision	50	55	60
Stokes Overnight Supervisor	100	110	120

The need for an assistant in any activity will be determined by the CSA, based upon number of participating students, and demands of the sport. Assistants will be paid at the rate of:

700	800	900
-----	-----	-----

Bedside Instruction                      Will be paid at the rate of reimbursement to the district by the State.

EXTRA-CURRICULAR ACTIVITIES

- A.    The Board has the right to establish a position beyond the teacher day, and, in the posting, will designate what the terms and conditions will be. The Association will negotiate the salary of the position.

B. Salary

Teacher participation in extra-curricular activities which extend beyond the regular scheduled school day shall be compensated according to the rate of pay in Schedule A. The following procedures shall apply relative to filling these positions:

Applications for these positions shall be posted no less than ninety (90) days in advance of the beginning of that activity. Posting procedures shall apply herein. Should the position not be filled thirty (30) days after posting, the Board may elect to "advertise" and award outside the district's own employees.

C. Method of Payment

Salaries for Schedule A activities shall be paid on the second payday after the last event in a given category, and the receipt by the School Business Official of the properly completed voucher signed by the Chief School Administrator.

SCHEDULE B

- A. Teachers changing degree status may move laterally on the salary guide on either September 1 or February 1 after completing all requirements for said change, provided that the teacher has given five (5) months prior notice of the impending change and has provided evidence of successful completion.
- B. Child study team members will receive 1/200 of their annual salaries for all days they are required to work beyond the regular teacher work year, between September 1 and June 30, except that members who were employed during the 1988-1989 school year will continue to receive ten (10%) percent of their salaries for the extension of their work period through June 30.
- C. Salary guide placement for newly hired teachers will be determined according to experience levels designated in the following table:

INITIAL STEP PLACEMENT FOR  
TEACHERS HIRED IN

PRIOR TEACHING  
EXPERIENCE

	<u>1989-90</u>	<u>1990-91</u>	<u>1991-92</u>
0	1	1	1
1	2	2	2
2	3	3	3
3	4	4	4
4	5	5	5
5	5	6	6
6	5	6	7
7	5	6	7
8	6	7	8
9	6	7	8
10	6	7	8
11	7	8	9
12	7	8	9
13	7	8	9
14	8	9	10
15	8	9	10
16	9	10	11
17	9	10	11
18	10	11	12
19	11	12	13
20	12	13	14
21	13	14	14
22 and above	14	14	14

TEACHER SALARY GUIDE

1989-1990

<u>STEP</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>
1	\$22,000	\$22,600	\$23,200	\$24,000	\$24,500	\$25,000
2	22,475	23,075	23,675	24,475	24,975	25,475
3	22,879	23,479	24,079	24,475	25,379	25,879
4	23,291	23,891	24,491	25,291	25,791	26,291
5	24,130	24,730	25,330	26,130	26,630	27,130
6	25,004	25,604	26,204	27,004	27,504	28,004
7	26,239	26,839	27,439	28,239	28,739	29,239
8	27,531	28,131	28,731	29,531	30,031	30,531
9	28,982	29,582	30,182	30,982	31,482	31,982
10	30,596	31,196	31,796	32,596	33,696	33,596
11	31,976	32,576	33,176	33,976	34,476	34,976
12	33,715	34,315	34,915	35,715	36,215	36,715
13	35,558	36,158	36,758	37,558	38,058	38,558
14	39,688	40,288	40,888	41,688	42,188	42,688
Long 1	42,188	42,788	43,388	44,188	44,688	45,188

TEACHER SALARY GUIDE

1990-1991

<u>STEP</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>
1	\$23,800	\$24,400	\$25,000	\$25,800	\$26,300	\$26,800
2	24,200	24,800	25,400	26,200	26,700	27,200
3	25,225	25,825	26,425	27,225	27,725	28,225
4	25,629	26,229	25,829	27,629	28,129	28,629
5	26,041	26,641	27,241	28,041	28,541	29,041
6	26,880	27,480	28,080	28,880	29,300	29,880
7	27,754	28,354	28,954	29,754	30,254	30,754
8	29,189	29,789	30,389	31,189	31,689	32,189
9	30,606	31,206	31,806	32,606	33,106	33,606
10	32,082	32,682	33,282	34,082	34,582	35,082
11	33,646	34,246	34,846	35,646	36,146	36,646
12	35,526	36,126	36,726	37,526	38,026	38,526
13	37,015	37,615	38,215	39,015	39,515	40,015
14	39,688	40,288	40,888	41,688	42,188	42,688
Long 1	42,188	42,788	43,388	44,188	44,688	45,188
Long 2	44,688	45,288	45,888	46,688	47,188	47,688

TEACHER SALARY GUIDE

1991-1992

<u>STEP</u>	<u>BA</u>	<u>BA+15</u>	<u>BA+30</u>	<u>MA</u>	<u>MA+15</u>	<u>MA+30</u>
1	\$25,700	\$26,300	\$26,900	\$27,700	\$28,200	\$28,700
2	26,400	27,000	27,600	28,400	28,900	29,400
3	27,425	28,025	28,625	29,425	29,925	30,425
4	28,125	28,725	29,325	30,125	30,625	31,125
5	28,529	29,129	29,729	30,529	31,029	31,529
6	29,941	29,541	30,141	30,941	31,441	31,941
7	29,780	30,380	30,980	31,780	32,280	32,780
8	30,754	31,354	31,954	32,754	33,254	33,754
9	32,889	33,489	34,089	34,889	35,389	35,889
10	34,206	34,806	35,406	36,206	36,706	37,206
11	35,582	36,182	36,782	37,582	38,082	38,582
12	37,146	37,746	38,346	39,146	39,646	40,146
13	38,526	39,126	39,726	40,526	41,026	41,526
14	40,090	40,690	41,290	42,090	42,590	43,090
Long 1	42,188	42,788	43,388	44,188	44,688	45,188
Long 2	44,688	45,288	45,888	46,688	47,188	47,688
Long 3	47,188	47,788	48,388	49,188	49,688	50,188